

05-10-05

DFW

PATTERSON, THUENTE, SKAAR & CHRISTENSEN, P.A.

Patent, Trademark, Copyright, Internet & Related Causes



U.S. Patent and Trademark Office  
P.C. 3600  
501 Dulany Street, Room 5B25  
Attn: T. Graysay  
Alexandria, VA 22313-1450

Brad D. Pedersen  
(612) 349-5774  
pedersen@ptslaw.com

May 6, 2005

RECEIVED

MAY 16 2005

Technology Center 2600

EXPRESS MAIL NO. EV494290693US

Re: U.S. Application No. 09/878,245  
Our Ref.: 2951.03US02

Dear Ms. Graysay:

Enclosed please find copies of the following documents as requested:

1. Copy of Postcard Receipt dated April 10, 2003 (1 page);
2. Copy of Information Disclosure Statement dated April 10, 2003 (1 page);
3. Copy of Postcard Receipt dated June 11, 2003 (1 page);
4. Copy of Information Disclosure Statement dated June 11, 2003 (5 pages);
5. Twenty-eight (28) copies of Non-Patent references;
6. Copy of Postcard Receipt dated June 12, 2003 (1 page);
7. Copy of Information Disclosure Statement dated June 12, 2003 (2 pages);
8. Copy of Postcard Receipt dated January 26, 2004 (1 page);
9. Copy of Information Disclosure Statement (3 pages);
10. One (1) copy of Non-Patent reference;
11. Copy of Postcard Receipt dated February 4, 2004 (1 page);
12. Copy of Information Disclosure Statement (2 pages);
13. Two (2) copies of Non-patent references;
14. Copy of Postcard Receipt dated September 1, 2004 (1 page);
15. Copy of Information Disclosure Statement dated September 1, 2004 (4 pages);
16. Eight (8) copies of Non-Patent references;
17. Copy of Postcard Receipt dated September 1, 2004 (1 page);
18. Copy of Information Disclosure Statement (3 pages);
19. Three (3) copies of Non-patent references.
20. Postcard Receipt of above-referenced items.

Sincerely,

Brad D. Pedersen

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MAY 16 2005  
U.S. PATENT & TRADEMARK OFFICE  
PTO/JCVS

BDP/ma  
Enclosure

4800 IDS CENTER • 80 SOUTH 8TH STREET • MINNEAPOLIS, MINNESOTA 55402-2100  
800-331-4537 612-349-5740 FAX: 612-349-9266 www.ptslaw.com

MINNEAPOLIS, MINNESOTA • ATLANTA, GEORGIA

(S)

(8)

Applicant: Katrina L. DEWAR

Docket: T3491-908130

Serial No.: 09/878,245

Filed: June 12, 2001

Title: COMPUTER-IMPLEMENTED SYSTEM FOR HUMAN RESOURCES MANAGEMENT

This will acknowledge receipt in the U.S. Patent and Trademark Office re filing of the following:

1. Supplemental Information Disclosure Statement (2 copies)
2. Form PTO-1449 with reference listed therein (2 U.S. patents and 2 articles)

DATE DUE:

DATE FILED: February 4, 2004

INITIALS: JTC/sys

PLEASE DATE STAMP AND RETURN

#9208614.1



**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

In re Application of:

Katrina DEWAR

Serial No.: 09/878,245

: Art Unit: 2161

Filed: June 12, 2001

For: COMPUTER-IMPLEMENTED SYSTEM  
FOR HUMAN RESOURCES  
MANAGEMENT

: Date: February 4, 2004

**SUPPLEMENTAL INFORMATION DISCLOSURE STATEMENT**

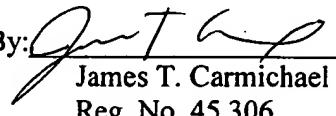
Commissioner for Patents  
P.O. Box 1450  
Alexandria, VA 22313-1450

Sir:

In accordance with the provisions of 37 C.F.R. 1.56 and 37 C.F.R. 1.97-1.99, it is requested that the references listed on the attached Form PTO-1449 be made of record in the above-identified application.

The Commissioner is hereby authorized to charge fees which may be required now or hereafter, or credit any overpayment, to Deposit Account No. 50-1165. A duplicate copy of this sheet is enclosed.

Respectfully submitted,

By:   
James T. Carmichael  
Reg. No. 45,306

Miles & Stockbridge P.C.  
1751 Pinnacle Drive  
Suite 500  
McLean, Virginia 22102-3833  
(703) 610-8648

**Under the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it contains a valid OMB control number.**

Substitute for form 1449A/PTO				<i>Complete if Known</i>	
<b>INFORMATION DISCLOSURE STATEMENT BY APPLICANT</b> <i>(use as many sheets as necessary)</i>				Application Number	09/878,245
				Filing Date	June 12, 2001
				First Named Inventor	Katrina L. DEWAR
				Art Unit	2161
				Examiner Name	
Sheet	1	of	2	Attorney Docket Number	T3491-908130

## **U.S. PATENT DOCUMENTS**

## **FOREIGN PATENT DOCUMENTS**

Examiner Signature	Date Considered
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**\*EXAMINER:** Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant. <sup>1</sup> Applicant's unique citation designation number (optional). <sup>2</sup> See Kinds Codes of USPTO Patent Documents at [www.uspto.gov](http://www.uspto.gov) or MPEP 801.04. <sup>3</sup> Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). <sup>4</sup> For Japanese patent documents, the indication of the year of the reign of the Emperor must precede the serial number of the patent document. <sup>5</sup> Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST. 16 if possible. <sup>6</sup> Applicant is to place a check mark here if English language Translation is attached.

This collection of information is required by 37 CFR 1.97 and 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 2 hours to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, P.O. Box 1450, Alexandria, VA 22313-1450. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450.

Under the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it contains a valid OMB control number.

<p>Substitute for form 1449B/PTO</p> <h2>INFORMATION DISCLOSURE STATEMENT BY APPLICANT</h2> <p><i>(use as many sheets as necessary)</i></p>				<p><b>Complete if Known</b></p> <table border="1"> <tr> <td>Application Number</td> <td>09/878,245</td> </tr> <tr> <td>Filing Date</td> <td>June 12, 2001</td> </tr> <tr> <td>First Named Inventor</td> <td>Katrina L. DEWAR</td> </tr> <tr> <td>Art Unit</td> <td>2161</td> </tr> <tr> <td>Examiner Name</td> <td></td> </tr> <tr> <td>Attorney Docket Number</td> <td>T3491-908130</td> </tr> </table>		Application Number	09/878,245	Filing Date	June 12, 2001	First Named Inventor	Katrina L. DEWAR	Art Unit	2161	Examiner Name		Attorney Docket Number	T3491-908130
Application Number	09/878,245																
Filing Date	June 12, 2001																
First Named Inventor	Katrina L. DEWAR																
Art Unit	2161																
Examiner Name																	
Attorney Docket Number	T3491-908130																
Sheet	2	of	2														

**OTHER PRIOR ART – NON PATENT LITERATURE DOCUMENTS**

Examiner Signature		Date Considered	
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\*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not

**<sup>1</sup> Applicant's unique citation designation number (optional).      <sup>2</sup>Applicant is to place a check mark here if English language Translation is attached.**

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(3)

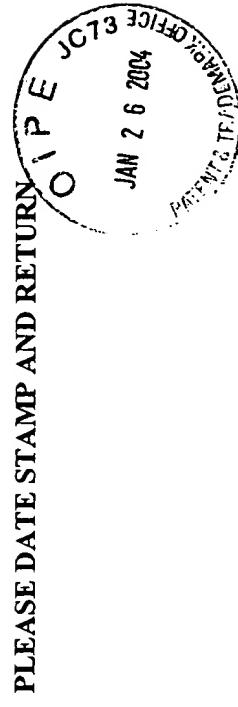
Applicant: Katrina L. DEWAR  
Serial No.: 09/878,245  
Filed: June 12, 2001  
Title: COMPUTER-IMPLEMENTED SYSTEM FOR HUMAN RESOURCES MANAGEMENT

This will acknowledge receipt in the U.S. Patent and Trademark Office re filing of the following:

1. Information Disclosure Statement (2 copies)
2. Form PTO-1449 with reference listed therein (12 U.S. patents and 1 article)

DATE DUE:

DATE FILED: January 26, 2004  
INITIALS: JTC/sys



#9208614.1

**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

In re Application of :  
Katrina DEWAR  
Serial No.: 09/878,245 : Art Unit: 2161  
Filed: June 12, 2001  
For: COMPUTER-IMPLEMENTED SYSTEM :  
FOR HUMAN RESOURCES :  
MANAGEMENT : Date: January 26, 2004

**INFORMATION DISCLOSURE STATEMENT**

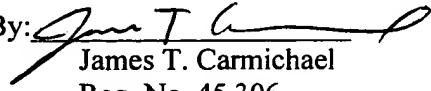
Commissioner of Patents  
Washington, D.C. 20231

Sir:

In accordance with the provisions of 37 C.F.R. 1.56 and 37 C.F.R. 1.97-1.99, it is requested that the references listed on the attached Form PTO-1449 be made of record in the above-identified application.

The Commissioner is hereby authorized to charge fees which may be required now or hereafter, or credit any overpayment, to Deposit Account No. 50-1165. A duplicate copy of this sheet is enclosed.

Respectfully submitted,

By:   
James T. Carmichael  
Reg. No. 45,306

Miles & Stockbridge P.C.  
1751 Pinnacle Drive  
Suite 500  
McLean, Virginia 22102-3833  
(703) 610-8648

Under the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it contains a valid OMB control number.

<p>Substitute for form 1449A/PTO</p> <h2 style="text-align: center;">INFORMATION DISCLOSURE STATEMENT BY APPLICANT</h2> <p style="text-align: center;"><i>(use as many sheets as necessary)</i></p>				<b><i>Complete if Known</i></b>	
Sheet	1	of	2	Application Number	09/878,245
				Filing Date	June 12, 2001
				First Named Inventor	Katrina L. DEWAR
				Art Unit	2161
				Examiner Name	
				Attorney Docket Number	T3491-908130

## U.S. PATENT DOCUMENTS

## **FOREIGN PATENT DOCUMENTS**

Examiner Signature		Date Considered	
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Substitute for form 1449B/PTO				<i>Complete if Known</i>	
<b>INFORMATION DISCLOSURE STATEMENT BY APPLICANT</b> <i>(use as many sheets as necessary)</i>				Application Number	09/878,245
				Filing Date	June 12, 2001
				First Named Inventor	Katrina DEWAR
				Art Unit	2161
				Examiner Name	
Sheet	2	of	2	Attorney Docket Number	T3491-908130

#### **OTHER PRIOR ART – NON PATENT LITERATURE DOCUMENTS**

Examiner Signature		Date Considered	
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**\*EXAMINER:** Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not

**1 Applicant's unique citation designation number (optional).      2 Applicant is to place a check mark here if English language Translation is attached.**

This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, P.O. Box 1450, Alexandria, VA 22313-1450. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450.

*Katrina DEWAR*  
1  
Applicant: Katrina DEWAR  
Serial No.: 09/878,245  
Filed: June 12, 2001  
Title: COMPUTER-IMPLEMENTED SYSTEM FOR HUMAN RESOURCES MANAGEMENT

Docket: T3491-908130

This will acknowledge receipt in the U.S. Patent and Trademark Office re filing of the following:  
1. Information Disclosure Statement (in duplicate)  
2. PTO Form 1449 with references listed thereon (4 U.S. patents)

DATE FILED: June 12, 2003  
INITIALS: JTC/sys

PLEASE DATE STAMP AND RETURN

#9191829.2



*[Handwritten mark]* ①

Applicant: Katrina DEWAR

Serial No.: 09/878,245

Filed: June 12, 2001

Title: COMPUTER-IMPLEMENTED SYSTEM FOR HUMAN RESOURCES MANAGEMENT

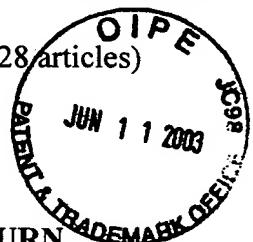
Docket: T3491-908130

This will acknowledge receipt in the U.S. Patent and Trademark Office re filing of the following:

1. Information Disclosure Statement (in duplicate)
2. PTO Form 1449 with references listed thereon (7 U.S. patents; 28 articles)

DATE FILED: June 11, 2003

INITIALS: JTC/sys



**PLEASE DATE STAMP AND RETURN**

#9191829.1

T3491-908130  
PATENT APPLICATION

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re the Application of:

Katrina L. DEWAR

Serial No.: 09/878,245

Group Art Unit: 2161

Filed: June 12, 2001

For: COMPUTER-IMPLEMENTED SYSTEM  
FOR HUMAN RESOURCES MANAGEMENT

INFORMATION DISCLOSURE STATEMENT

Commissioner for Patents  
Washington, D.C. 20231

Sir:

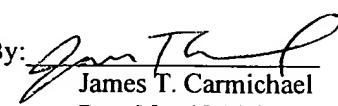
Applicant hereby provides the following information pursuant to 37 C.F.R.  
§§ 1.56 and 1.604(b). The present application now includes claims defining the same patentable  
invention claimed in the following two U.S. Patent Applications:

Serial No. 09/922,197 filed April 18, 2002, by Scarborough et al., assigned to Unicru, Inc.

Serial No. 09/921,993 filed April 11, 2002, by Scarborough et al., assigned to Unicru, Inc.

Respectfully submitted,

By:



James T. Carmichael  
Reg. No. 45,306

Miles & Stockbridge P.C.  
1751 Pinnacle Drive  
Suite 500  
McLean, Virginia 22102-3833  
(703) 610-8648

**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

In re Application of: :  
Katrina DEWAR :  
Serial No.: 09/878,245 : Art Unit: 2161  
Filed: June 12, 2001 :  
For: COMPUTER-IMPLEMENTED SYSTEM :  
FOR HUMAN RESOURCES :  
MANAGEMENT :

**INFORMATION DISCLOSURE STATEMENT**

Commissioner of Patents  
Washington, D.C. 20231

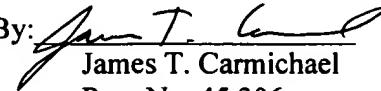
Sir:

In accordance with the provisions of 37 C.F.R. 1.56 and 37 C.F.R. 1.97-1.99,  
it is requested that the references listed on the attached Form PTO-1449 be made of  
record in the above-identified application.

Copies of the references are submitted herewith in accordance with 37 C.F.R.  
1.98(a).

The Commissioner is hereby authorized to charge fees which may be required  
now or hereafter, or credit any overpayment, to Deposit Account No. 50-1165. A  
duplicate copy of this sheet is enclosed.

Respectfully submitted,

By:   
James T. Carmichael  
Reg. No. 45,306

Miles & Stockbridge P.C.  
1751 Pinnacle Drive  
Suite 500  
McLean, Virginia 22102-3833  
(703) 610-8648

U.S. Patent and Trademark Office U.S. DEPARTMENT OF COMMERCE

Substitute for form 1449A/PTO				<b>Complete if Known</b>	
<b>INFORMATION DISCLOSURE STATEMENT BY APPLICANT</b> <i>(use as many sheets as necessary)</i>				<b>Application Number</b>	09/878,245
				<b>Filing Date</b>	June 12, 2001
				<b>First Named Inventor</b>	Katrina DEWAR
				<b>Art Unit</b>	2161
				<b>Examiner Name</b>	
Sheet	1	of	4	Attorney Docket Number	T3491-908130

## **U.S. PATENT DOCUMENTS**

## **FOREIGN PATENT DOCUMENTS**

Examiner Signature		Date Considered	
-----------------------	--	--------------------	--

**\*EXAMINER:** Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

<sup>1</sup> Applicant's unique citation designation number (optional). <sup>2</sup> See Kinds Codes of USPTO Patent Documents at [www.uspto.gov](http://www.uspto.gov) or MPEP 901.04. <sup>3</sup> Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). For Japanese patent documents, the indication of the year of the reign of the Emperor must precede the serial number of the patent document. Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST. 16 if possible. Applicant is to place a check mark here if English language Translation is attached.

**Burden Hour Statement:** This form is estimated to take 2.0 hours to complete. Time will vary depending upon the needs of the individual case. Any comments on the amount of time you are required to complete this form should be sent to the Chief Information Officer, Patent and Trademark Office, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Assistant Commissioner for Patents, Washington, DC 20231.

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Substitute for form 1449B/PTO

# INFORMATION DISCLOSURE STATEMENT BY APPLICANT

(use as many sheets as necessary)

Sheet

2

of

4

**Complete if Known**

Application Number	09/878,245
Filing Date	June 12, 2001
First Named Inventor	Katrina DEWAR
Group Art Unit	2161
Examiner Name	
Attorney Docket Number	T3491-908130

**OTHER PRIOR ART – NON PATENT LITERATURE DOCUMENTS**

Examiner Initials*	Cite No. <sup>1</sup>	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published.	T <sup>2</sup>
		G. DAVID GARSON, <i>Neural Networks An Introductory Guide for Social Scientists</i> , NEW TECHNOLOGIES FOR SOCIAL RESEARCH, SAGE Publications, 1998, pp. 1-194	
		"NeuralWorks Professional II/Plus," <a href="http://www.neuralware.com/products/pro2.jsp">http://www.neuralware.com/products/pro2.jsp</a> , July 28, 2001, pp. 1-3	
		"Statistica Neural Networks," <a href="http://www.statsoft.com/stat_nn.html">http://www.statsoft.com/stat_nn.html</a> , July 28, 2001, pp. 1-11	
		DAVID SCARBOROUGH AND BATRUS HOLLWEG, "Tutorial on the Use of Neural Network Models for Personnel Selection," <i>Decision Sciences Institute Southwest Region Theory and Applications Proceedings 27th Annual Conference</i> , March 6-9, 1996, pp. 151-153	
		DAVID B. MARSHALL AND DIANA J. ENGLISH, "Neural Network Modeling of Risk Assessment in Child Protective Services," <i>Psychological Methods</i> , Vol. 5, No. 1, 2000, pp. 102-124	
		AJAY K. AGGARWAL et al., "Selection of Surgical Residents: A Neural Network Approach," <i>Cybernetics and Systems: An International Journal</i> , Vol. 31, 2000, pp. 417-430	
		JUDITH M. COLLINS AND MURRAY R. CLARK, "An Application of the Theory of Neural Computation to the Prediction of Workplace Behavior: An Illustration and Assessment of Network Analysis," <i>Personnel Psychology</i> , Vol. 46, 1993, pp. 503-524	
		Mitchell, "How to Reduce the High Cost of Turnover," Lawson Software, July 12, 2001, pp. 1-11, or before	
		Page et al., "Panel: Strategic Directions in Simulation Research," <i>Proceedings of the 1999 Winter Simulation Conference</i> , 1999, pp. 1509-1520	
		SUSAN MENGELE AND WILLIAM LIVELY, "Using a Network to Predict Student Responses," ACM, 1992, pp. 669-676	
		ALEX PENTLAND AND ANDREW LIU, "Modeling and Prediction of Human Behavior," <i>M.I.T. Media Lab Perceptual Computing Technical Report</i> , No. 433, 1999, pp. 1-7	

Examiner Signature

Date Considered

\*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

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Substitute for form 1449B/PTO

**INFORMATION DISCLOSURE  
STATEMENT BY APPLICANT**

(use as many sheets as necessary)

Sheet

3

of

4

**Complete if Known**

<b>Application Number</b>	09/878,245
<b>Filing Date</b>	June 12, 2001
<b>First Named Inventor</b>	Katrina DEWAR
<b>Group Art Unit</b>	2161
<b>Examiner Name</b>	
<b>Attorney Docket Number</b>	T3491-908130

**OTHER PRIOR ART – NON PATENT LITERATURE DOCUMENTS**

Examiner Initials*	Cite No. <sup>1</sup>	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published.	T <sup>2</sup>
		PAT LANGLEY AND HERBERT A. SIMON, "Applications of Machine Learning and Rule Induction," <i>Communications of the ACM</i> , Vol. 38, No. 11, November 1995, pp. 55-64	
		"XpertRule Miner, The Complete Data Mining Solution," <a href="http://www.attar.com/pages/info_xm.htm">http://www.attar.com/pages/info_xm.htm</a> March 23, 2001, pp. 1-5	
		"The Wide Scale Deployment of Active Data Mining Solutions," <a href="http://www.attar.com/tutor/deploy.htm">http://www.attar.com/tutor/deploy.htm</a> March 23, 2001, pp. 1-7	
		AKEEL AL-ATTAR, "A Hybrid GA-Heuristic Search Strategy," <a href="http://www.attar.com/pages/dev_ga.htm">http://www.attar.com/pages/dev_ga.htm</a> , March 23, 2001, pp. 1-6	
		JON DOYLE AND THOMAS DEAN, "Strategic Directions in Artificial Intelligence," <i>ACM Computing Surveys</i> , Vol. 28, No. 4, December 1996, March 23, 2001, pp. 653-670	
		DENNIS CALLAGHAN, "Personalization on the Fly - SaffronOne, FrontMind Tap Advanced Technologies to Predict User Behavior, Make Recommendations," <i>eWeek</i> , Oct. 23, 2000, p. 52	
		DAVID A. HENSHER; TU T. TON, "A Comparison of the Predictive Potential of Artificial Neural Networks and Nested Logit Models for Commuter Mode Choice," <i>Transportation Research Part E: Logistic and Transportation Review</i> , Sept. 2000, Vol. 36, No. 3, pp. 155-172 (abstract only)	
		LEANDER KAHNEY, "KnowledgeMiner 2 Digs Out More Info," <i>MacWeek</i> , Oct. 20, 1997, Vol. 11, No. 40, pp. 23-24	
		CAL ROSEN, "Mining Database Treasures," <i>Computing Canada</i> , Sept. 26, 1996, Vo. 22, No. 20, pp. 42-43	
		ROBERT W. MCLEOD et al., "Predicting Credit Risk: A Neural Network Approach," <i>Journal of Retail Banking</i> , Fall 1993, Vol. 15, No. 3, pp. 37-40	
		"SaffronOne's Unique Product Features," <a href="http://www.saffrontech.com/pages/products/features.html">http://www.saffrontech.com/pages/products/features.html</a> March 22, 2001, pp. 1-2	

Examiner Signature

Date Considered

\*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

1 Applicant's unique citation designation number (optional). 2 Applicant is to place a check mark here if English language Translation is attached.

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**INFORMATION DISCLOSURE  
STATEMENT BY APPLICANT**

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4

of

4

**Complete if Known**

Application Number	09/878,245
Filing Date	June 12, 2001
First Named Inventor	Katrina DEWAR
Group Art Unit	2161
Examiner Name	
Attorney Docket Number	T3491-908130

<b>OTHER PRIOR ART – NON PATENT LITERATURE DOCUMENTS</b>		
Examiner Initials*	Cite No. <sup>1</sup>	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published.
		RICHARD T. HERSHEL AND HAMID R. NEMATI, "CKOS and Knowledge Management: Exploring Opportunities for Using Information Exchange Protocols," <i>ACM</i> , 1999, pp. 42-50
		FRED HAPGOOD, "Embedded Logic," <a href="http://www2.cio.com/archive/050100_revisit_content.html">http://www2.cio.com/archive/050100_revisit_content.html</a> , March 23, 2001, pp. 1-3
		BRACHMAN et al., "Mining Business Databases," <i>Communications of the ACM</i> , November 1996, Vol. 39, No. 11, pp. 42-48
		SCARBOROUGH, "An Evaluation of Backpropagation Neural Network Modeling as an Alternative Methodology for Criterion Validation of Employee Selection Testing," Doctoral Dissertation ( <i>UMI Dissertation Services</i> ), University of Texas, 1995
		MICHAEL I. JORDAN AND CHRISTOPHER M. BISHOP, "Neural Networks," <i>The Computer Science and Engineering Handbook</i> , Tucker (ed.), 1996, pp. 536-556
		ROBERT M. GUION, "Personnel Assessment, Selection, and Placement," <i>Handbook of Industrial and Organizational Psychology</i> , Consulting Psychologists Press, Inc., 1991, pp. 327-397

Examiner Signature	Date Considered
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\*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

<sup>1</sup> Applicant's unique citation designation number (optional). <sup>2</sup> Applicant is to place a check mark here if English language Translation is attached.

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**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

In re Application of:

Katrina DEWAR

Serial No.: 09/878,245

: Art Unit: 2161

Filed: June 12, 2001

For: COMPUTER-IMPLEMENTED SYSTEM  
FOR HUMAN RESOURCES  
MANAGEMENT

**INFORMATION DISCLOSURE STATEMENT**

Commissioner of Patents  
Washington, D.C. 20231

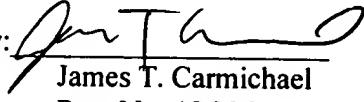
Sir:

— In accordance with the provisions of 37 C.F.R. 1.56 and 37 C.F.R. 1.97-1.99, it is requested that the references listed on the attached Form PTO-1449 be made of record in the above-identified application.

Copies of the references are submitted herewith in accordance with 37 C.F.R. 1.98(a).

The Commissioner is hereby authorized to charge fees which may be required now or hereafter, or credit any overpayment, to Deposit Account No. 50-1165. A duplicate copy of this sheet is enclosed.

Respectfully submitted,

By:   
James T. Carmichael  
Reg. No. 45,306

Miles & Stockbridge P.C.  
1751 Pinnacle Drive  
Suite 500  
McLean, Virginia 22102-3833  
(703) 610-8648

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Substitute for form 1449A/PTO

## **INFORMATION DISCLOSURE STATEMENT BY APPLICANT**

*(use as many sheets as necessary)*

Sheet 1 of 1

Sheet 1 of 1 Attorney Docket Number T3491-908130

**Complete if Known**

<b>Application Number</b>	09/878,245
<b>Filing Date</b>	June 12, 2001
<b>First Named Inventor</b>	Katrina DEWAR
<b>Art Unit</b>	2161
<b>Examiner Name</b>	
<b>Attorney Docket Number</b>	T3491-908130

## **U.S. PATENT DOCUMENTS**

## **FOREIGN PATENT DOCUMENTS**

Examiner Signature		Date Considered	
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<sup>1</sup> Applicant's unique citation designation number (optional). <sup>2</sup> See Kinds Codes of USPTO Patent Documents at [www.uspto.gov](http://www.uspto.gov) or MPEP 901.04. <sup>3</sup> Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). <sup>4</sup> For Japanese patent documents, the indication of the year of the reign of the Emperor must precede the serial number of the patent document. Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST. 16 if possible. Applicant is to place a check mark here if English language Translation is attached.

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U.S. PATENT & TRADEMARK OFFICE  
600 N. MAJESTIC RD., MCLEAN, VA 20160

Applicant: Dewar  
Application No.: 09/878,245  
File No.: 2951.03US02  
Due Date:  
Initials: BDP/jlp  
Mailed: 09/01/04, via First Class Mail.



Not docketed  
C1

PATENT APPLICATION

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re the application of: Attorney Docket No.: 2951.03US02

Katrina Dewar Confirmation No.: 3786

Application No.: 09/878,245 Examiner: Traci L. Smith

Filed: June 12, 2001 Group Art Unit: 2161

For: COMPUTER-IMPLEMENTED SYSTEM FOR HUMAN RESOURCES  
MANAGEMENT

---

FIFTH SUPPLEMENTAL INFORMATION DISCLOSURE STATEMENT

Mail Stop Amendment  
Commissioner for Patents  
P.O. Box 1450  
Alexandria, VA 22313-1450

Sir:

Pursuant to 37 C.F.R. § 1.56, and in addition to information disclosed in Applicant's Information Disclosure Statements filed April 10, 2003, June 11, 2003, June 12, 2003, January 26, 2004, and February 4, 2004, the attention of the Patent and Trademark Office is hereby directed to the references listed on the attached Form PTO-1449. It is respectfully requested that the information be expressly considered during the prosecution of this application, and that the references be made of record therein and appear among the "References Cited" on any patent to issue therefrom.

This information is being filed before the mailing date of a first Office Action on the merits. No certification or fee is required.

Respectfully submitted,



Brad Pedersen  
Registration No. 32,432

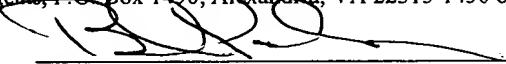
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80 South 8th Street  
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Substitute for form 1449/PTO  INFORMATION DISCLOSURE STATEMENT BY APPLICANT <i>(Use as many sheets as necessary)</i>				Complete if Known	
				Application Number	09/878,245
				Filing Date	June 12, 2001
				First Named Inventor	Dewar
				Art Unit	3623
				Examiner Name	Smith, T.L.
Sheet	1	of	2	Attorney Docket Number	2951.03US02
U.S. PATENT DOCUMENTS					
EXAMINER INITIAL <sup>1</sup>	Cite No. <sup>1</sup>	Document Number	Publication Date MM-DD-YYYY	Name of Patentee or Applicant of Cited Document	
		Number-Kind Code <sup>2</sup> ( <i>if known</i> )			
		US-5,117,353	05-1992	Stipnovich	
		US-5,164,897	11-1992	Clark	
		US-5,565,316	10-1996	Kershaw	
		US-5,618,182	04-1997	Thomas	
		US-5,788,504	08-1998	Rice	
		US-5,832,497	11-1998	Taylor	
		US-5,885,087	03-1999	Thomas	
		US-5,978,768	11-1999	McGovern	
		US-6,046,556	05-2000	Braun	
		US-6,086,382	07-2000	Thomas	
		US-6,126,448	04-2001	Ho	
		US-6,213,780	04-2001	Ho	
		US-6,259,890	07-2001	Driscoll	
		US-6,289,340	09-2001	Puram	
		US-6,370,510	04-2002	McGovern	
		US-6,484,010	11-2002	Sheehan	
		US-6,567,784	05-2003	Bukow	
		US-			
		US-			
FOREIGN PATENT DOCUMENTS					
EXAMINER INITIAL <sup>1</sup>	Cite No. <sup>1</sup>	Foreign Patent Document	Publication Date MM-DD-YYYY	Name of Patentee or Applicant of Cited Document	T <sup>6</sup>
		Country Code <sup>3</sup> Number <sup>4</sup> Kind Code <sup>5</sup> ( <i>if known</i> )			
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<p>*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.</p> <p><sup>1</sup>Applicant's unique citation designation number (optional). <sup>2</sup>See Kinds Codes of USPTO Patent Documents at <a href="http://www.uspto.gov">www.uspto.gov</a> or MPEP 901.04. <sup>3</sup>Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). <sup>4</sup>For Japanese patent documents, the indication of the year of the reign of the Emperor must precede the serial number of the patent document. <sup>5</sup>Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST. 16 if possible. <sup>6</sup>Applicant is to place a check mark here if English language Translation is attached.</p> <p>This collection of information is required by 37 CFR 1.97 and 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 2 hours to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.</p>					

Substitute for form 1449/PTO				<i>Complete if Known</i>			
INFORMATION DISCLOSURE STATEMENT BY APPLICANT <i>(Use as many sheets as necessary)</i>						Application Number	09/878,245
						Filing Date	June 12, 2001
						First Named Inventor	Dewar
						Art Unit	3623
				Examiner Name	Smith, T.L.		
Sheet	2	of	2	Attorney Docket Number			
<b>NON PATENT LITERATURE DOCUMENTS</b>							
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		<i>Personnel Selection Using Fuzzy MCDM Algorithm</i> , G. Liang, M.J. Wang, European Journal of Operational Research, Elsevier Science B.V., pp. 22-33; Copyright 1994.					
		<i>An Expert System for Selecting Manufacturing Workers for Training</i> , C.A. Ntuen, J.A. Chestnut, Expert System with applications, Vol. 9, No. 3, pp. 309-332; Copyright 1995.					
		<i>The NASA Personnel Security Processing Expert System</i> , D. Silberberg, R. Thomas, National Conference on Artificial Intelligence Proceedings (AAAI), pp.1527-1532; Aug. 4-8, 1996.					
		<i>On the Architecture and Implementation of Parallel Ordinal Machines</i> , A. Ben-David, G. Ben-David, IEEE Transactions on Systems, Man and Cybernetics, Vol. 25, No. 1, pp. 159-168, Jan. 1995.					
		<i>The Candidate Profile Record</i> , brochure, Richardson, Bellows, Henry & Co., Inc., Copyright 1982, 1983, 1989.					
		<i>The Supervisory Profile Record</i> , technical report, Richardson, Bellows, Henry & Co., Inc., not dated.					
		<i>The Manager Profile Record</i> , Richardson, Bellows, Henry & Co., Inc., not dated.					
		<i>The Candidate Profile Record</i> , Richardson, Bellows, Henry & Co., Inc., not dated.					
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Applicant: Dewar  
Application No.: 09/878,245  
File No.: 2951.03US02  
Due Date:  
Initials: BDP/jlp  
Mailed: 09/01/04 via First Class Mail.



*Not docketed yet*

PATENT APPLICATION

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re the application of: Attorney Docket No.: 2951.03US02

Dewar Confirmation No.: 3786

Application No.: 09/878,245 Examiner: Traci L. Smith

Filed: June 12, 2001 Group Art Unit: 2161

For: COMPUTER-IMPLEMENTED SYSTEM FOR HUMAN RESOURCES  
MANAGEMENT

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SIXTH SUPPLEMENTAL INFORMATION DISCLOSURE STATEMENT

Mail Stop Amendment  
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P.O. Box 1450  
Alexandria, VA 22313-1450

Sir:

Pursuant to 37 C.F.R. § 1.56, and in addition to information disclosed in Applicant's Information Disclosure Statements filed April 10, 2003, June 11, 2003, June 12, 2003, January 26, 2004, February 4, 2004 and August 31, 2004, the attention of the Patent and Trademark Office is hereby directed to the references listed on the attached Form PTO-1449. It is respectfully requested that the information be expressly considered during the prosecution of this application, and that the references be made of record therein and appear among the "References Cited" on any patent to issue therefrom.

While the references are being brought to the Examiner's attention for sake of completeness, it is respectfully submitted that none of these references are prior art to the

Application No. 09/878,245

invention as currently claimed in view of the priority date of the Provisional Patent Application No. 60/211,044, filed June 12, 2000.

This information is being filed before the mailing date of a first Office Action on the merits. No certification or fee is required.

Respectfully submitted,



Brad Pedersen  
Registration No. 32,432

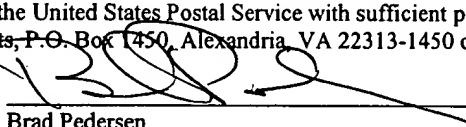
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				Application Number	09/878,245
				Filing Date	June 12, 2001
				First Named Inventor	Dewar
				Art Unit	2161
				Examiner Name	Smith, T.L.
Sheet	1	of	1	Attorney Docket Number	2951.03US02
<b>NON PATENT LITERATURE DOCUMENTS</b>					
EXAMINER INITIAL	Cite No. <sup>1</sup>	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published			T <sup>2</sup>
		<i>Management Information Packet for Customer Service and Sales Selection, Criterion International, Inc., May 12, 2000, pgs. 33.</i>			
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EXAMINER SIGNATURE				DATE CONSIDERED	
<p>*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant. <sup>1</sup>Applicant's unique citation designation number (optional). <sup>2</sup>Applicant is to place a check mark here if English language Translation is attached.</p> <p>This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450 Alexandria, VA 22313-1450.</p> <p>If you need assistance in completing the form, call 1-800-PTO-9199 (1-800-786-9199) and select option 2.</p>					